

STUDY FOR: Chairman, Medical Staff Career Service Board

FROM : Chairman, Medical Technicians and Administrative Panel

SUBJECT : Prerequisites for Employment with the CIA Medical Staff

I Statement of the Problem

1. The Medical Technicians and Administrative Panel has recently conducted a survey of CIA and specifically Medical Staff prerequisites for employment with a view toward:

a. Assessment of the existing Medical Staff technician recruiting criteria, and

b. An overall improvement in the quality of technician personnel being recruited by the Medical Staff.

2. While it is the consensus of this Panel that in general, the quality of Medical Staff technical personnel is equal to and in most instances superior in comparison to other Government agencies or private medical institutions, it is however, the Panel's opinion that Medical Staff career planning has progressed to the point where personnel recruitment can be placed on a more stringent or selective basis.

II Findings and Conclusions

1. A review of the Medical Staff personnel employment criteria revealed that the only current employment prerequisites are:

a. The candidate must be a high school graduate.

b. The candidate must have had at least two years military service, (preferable U. S. Navy Hospital Corps) in a medical capacity.

c. The candidate must have a general medical background that would enable him to perform "independent" or "sick call" type medical duties.

d. It is preferred that the candidate have a working knowledge of either clinical laboratory or X-ray procedures.

2. In order to arrive at a basis for analogy of the Medical Staff recruiting criteria, the Panel conducted a general review of DDI, DDP and DDS personnel employment prerequisites. This review revealed that:

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DDI, DDP and DDS complexes are based primarily on specific job requirements, and

b. It is DDI, DDP and DDS policy to require a college degree or its equivalent in "job experience" of candidates being considered for employment in the GS-7 and above position category.

3. It is the conclusion of the Panel that:

a. Medical Staff technician employment criteria are based on the "experience" rather than the "academic" background factors.

b. The general CIA employment criteria (DDI, DDP and DDS) are based on the "academic" rather than the "experience" background factors.

c. That as the Medical Staff matures in age and experience it should likewise improve in the quality of medical support rendered to the Agency.

d. That to guarantee the continued improvement in quality of Medical Staff support to the Agency, a more stringent or selective recruitment program should be adopted. This program should be implemented in such a fashion that "experience" and "academic" background factors would be coordinated to produce employment criteria that would ensure the acquisition of higher caliber technical personnel.

### III Recommendation

1. As a result of the above findings and conclusions, it is respectfully recommended that the following employment prerequisites be adopted as a matter of policy in the future recruitment of medical technicians.

a. The candidate must be a high school graduate.

b. The candidate must have completed at least two years military service, in a medical capacity and preferably in the U. S. Navy Hospital Corps.

c. The candidate must be able to perform "independent" or "sick call" type medical duties.

d. The candidate must be willing to serve overseas within the provisions of the CIA Career Service Program.

e. The candidate must be registered or Registry eligible for examinations of the American Registry of X-ray Technicians or the American Society of Clinical Pathologists or the equivalent. Equivalents may include:

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(1) Two years training in the laboratory or X-ray departments of an American Hospital Association certified medical institution.

(2) Twelve months military training in X-ray, and/or laboratory schools.

(3) Two years college education in the medical and/or allied sciences field. ?

f. Not more than three years shall have elapsed between the candidates last training or employment in the medical or allied sciences field prior to his recruitment interview for CIA employment. } too arbitrary  
restrictive

g. The candidate must meet existing CIA physical, mental and moral qualifications. redundant

2. The Panel is of the opinion that adoption of the aforementioned recommendations by the Medical Staff Career Board will result in:

a. An improvement in quality of overall medical support to the Agency both at Headquarters and more importantly in the field.

b. A reduction in terminations and personnel problems arising from the employment of individuals unable to adequately perform CIA medical technical duties due to the lack of educational and/or medical experience backgrounds.

c. A reduction in time and expenditures involved with the training of new medical technical personnel in areas where they should already be proficient.

d. A firm basis for future proposed training programs involving Medical Staff personnel.

3. The Panel takes this opportunity to convey its availability and willingness to discuss this subject further if the Career Service Board feels that such discussions are indicated.

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Chairman

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